

VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER: 05-15

OPEN TO: All Interested Candidates/All Sources

POSITION: Local Guard Force (LGF) Coordinator

OFFICE/LOCATION: Regional Security Office

*Ordinarily Resident: Position Grade: **FSN-7**;

*Incumbent might be hired at developmental level **FSN-6**,

OPENING DATE: 03/11/2015

CLOSING DATE: 03/25/2015

DESIRED STARTING DATE: May 2015

WORK HOURS: Full-time; 40 hours/week

SALARY: *Ordinarily Resident (OR): FSN 7 EUR 17,449 p.a.
Developmental Level: FSN 6 EUR 16,276 p.a.

ALL ORDINARILY RESIDENT (OR) APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Embassy in Bratislava is seeking an individual for the position of **Local Guard Force (LGF) Coordinator in the Regional Security Office (RSO)**.

BASIC FUNCTION OF POSITION

This subordinate Locally Engaged Staff (LES) member is funded through the Department of State's Bureau of Diplomatic Security and is responsible for the first line management and supervision of the contracted Local Guard Force (LGF) personnel and serves as the backup to the Assistant Regional Security Officer (ARSO) for the residential security program. As directed by the Regional Security Officer (RSO) or ARSO, the LGC is responsible for development of the LGF components for facility access, facility defense, and incident response at the following facilities: U.S. Embassy Compound, Embassy residences, and any newly acquired Overseas Building

Operations (OBO) construction sites. The LGC will be responsible for daily management and oversight of LGF personnel and resources and will assist in coordinating security planning and execution of security drills. The LGC will work closely with the Embassy-based Contracting Officer Representative (COR) and the Washington, D.C.-based Contracting Officer to develop logistical and financial plans and to assist with the LGF contract solicitation, administration/record management, and close out.

The LGC will monitor and teach select portions of the LGF training curriculum as part of both the 80-hour basic training for LGF candidates, the 16-hour annual recertification of incumbent LGF members, and any new training materials as needed. The LGC must be comfortable around firearms and have the ability to safely handle guard force firearms, though the LGC will not be an armed position nor be required to teach firearms skills. As the LGC serves as the backup for the ARSO on all residential security matters, the LGC must be fully versed in this program.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. Contact Alena Kociskova or Monika Bilikova at ext. 3019 or 3231.

QUALIFICATIONS REQUIRED

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

- 1. Education:** Two years of university or college is required.
- 2. Prior Work Experience:** Minimum five years of progressively responsible experience in the private security field, law enforcement, military service, or combination thereof.
- 3. Language Proficiency:**
English and Slovak language proficiency required at Level 4 for reading/writing.
- 4. Job Knowledge:** A strong knowledge in physical security protection, standard security practices and procedures, deployment of vehicle based security assets, creation of defensive security plans, and good working knowledge of passive security equipment such as closed circuit television and central alarm systems is required. Working knowledge of budget formulation and tracking, a thorough knowledge of host country operational environment, language, law and security entities; and historic criminal and terrorist threats and operational tendencies are required

- 5. Skills and Abilities** The work requires keen analytical abilities, originality of ideas, creative solutions, and the exercise of sound, independent judgment; must be able to make independent judgments on institutional capabilities and the adequacy of security systems and controls. The LGC must be able to rapidly assimilate and assess real-time threat information and issue orders for the immediate conduct of defensive operations.

Writing skills encompass critical analysis of defensive LGF operations at official facilities and residences, the preparation of complex reports and plans, preparing written justification statements for the LGF program budgets, drafting requests for additional services and answering questions from Diplomatic Security Offices based in Washington D.C. about program performance, funding, or other issues.

Must be able to collect and present facts and recommendations in a clear, concise manner.

The incumbent must have strong presentation and public speaking skills to conduct conferences with contractors, host-government security officials, and security official of the local American business community, mission management, and other as required in support of the LGF program. Composure and self-control are required in situations of stress or adversarial interviews.

Must be able to comprehend and present complex detailed financial and related information in a concise and fully professional manner, and maintain effective internal working relations with post's financial office, Washington D.C. based financial offices and others as required. Ability to understand Diplomatic Security and State Department budgeting process and ability to develop LGF and residential security budgets and communicate requirements to post financial office and Washington D.C. based offices.

Incumbent must develop and maintain contacts with mid-level host government security officials to facilitate this cooperation.

Incumbent must have the ability to understand U.S. Government contracting process to include oversight of the LGF contract through formal training, informal training, and firsthand experience.

Must possess strong skills in productively software to create professional reports and memorandum, spreadsheets and presentations, and be able to communicate clearly through email.

Must understand basic budgeting and accounting principles.

Incumbent must hold and maintain a valid driver's license.

SELECTION PROCESS

- 1 When equally qualified, Eligible Family Members and U.S. Veterans will be given preference. Therefore it is essential that the candidate address the required qualifications above in the application.
- 2 After an initial application screening, qualified applicants will be invited to an oral interview, which may include a language testing.
- 3 Acknowledgements will be sent only to short-listed candidates.

ADDITIONAL SELECTION CRITERIA

1. The applicant must be able to obtain all permits to legally work in Slovakia before the employment begins.
2. Management will consider issues such as conflict of interest, nepotism, and budget implications and residency status in determining successful candidacy.
3. Current employees serving a probationary period are ineligible to apply.
4. Currently employed U.S. Citizen EFMs who hold an FMA appointment are ineligible to apply for advertised positions within the first 90 calendar days of their appointment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment, unless currently hired into a position with a When Actually Employed (WAE) schedule.
6. All position selections are made consistent with the State Department's Non-Discrimination Policy to not discriminate among applicants for employment on the basis of race, color, religion, sex, national origin, handicap, age or sexual orientation.

TO APPLY

Interested applicants for this position must submit by the "CLOSING DATE" the following (application forms are available in HRO):

1. Application for U.S. Federal Employment (SF-171 or OF-612 or DS-174); or
2. A current resume or curriculum vitae that provides the same information as an OF-612; plus
3. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application.
4. Any other documentation (e.g. essays, certificates, awards, evaluation reports, copies of degrees earned) that addresses the qualification requirements of the position as listed above.

Note 1: If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the form DS-174. **Failure to do so will result in an incomplete application.**

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Date and Place of Birth (not mandatory)
- G. Current Address, Day, Evening, and Cell phone numbers
- H. U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- I. U.S. Social Security Number and/or Identification Number
- J. Eligibility to work in the country (Yes or No)
- K. Special Accommodations the Mission needs to provide
- L. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- M. Days available to work
- N. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- O. U.S. Eligible Family Member and Veterans Hiring Preference
- P. Education
- Q. License, Skills, Training, Membership, & Recognition
- R. Language Skills
- S. Work Experience
- T. References

SUBMIT APPLICATION TO

By mail: Human Resources Office
U.S. Embassy, P.O. Box 309
814 99 Bratislava

By e-mail: HROBratislava@state.gov

POINT OF CONTACT

Telephone: 02/5922 3231, Monika Bilikova
02/5922 3019, Alena Kociskova

DEFINITIONS

1. **Eligible Family Member (EFM):** An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **U.S. Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,

- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority.

1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad, or
2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- *Is* a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- *Is* listed on the travel orders *or approved Form [OF-126, Foreign Service Residence and Dependency Report](#)*, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed *service* member who is permanently assigned to or stationed abroad at a U.S. mission and who is under chief of mission authority; and
- *Is* residing at the sponsoring employee's post of assignment abroad or,
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

5. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

CLOSING DATE FOR THIS POSITION: March 25, 2015

The U.S. Mission in Bratislava provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Approved: Ken Meyer, Management Officer